

Resources

ADA & IT Information Center

Mid-Atlantic Region

Voice / TTY: 800-949-4232
Email: adainfo@transcen.org
Website: www.adainfo.org

Center for Social Development & Education

University of Massachusetts Boston
Voice: (617) 287-7250
Email: csde@umb.edu
Website: www.csde.umb.edu

Job Accommodation Network (JAN)

Voice/TTY: (800) 526-7234
Email: jan@jan.wvu.edu
Website: www.jan.wvu.edu

Maryland Business Leadership Network

Voice: (866) 624-3502
Email: bln@suntrust.com
Website: www.usbln.com

Maryland Department of Disabilities

Voice/TTY: (410) 767-3660
Voice/TTY: (800) 637-4113
Email: mdod@mdod.state.md.us
Website: www.mdod.maryland.gov

Maryland Disability WorkFORCE Information Exchange

Voice: (301) 662-0099
TTY: (301) 662-4853
Email: info@mdworkforcepromise.org
Website: www.mdworkforcepromise.org

National Center on Workforce and Disability/Adult (NCWD/Adult)

Voice/TTY: (888) 886 - 9898
Email: contact@onestops.info
Website: www.onestops.info

Resources

U.S. Chamber of Commerce

Voice: (800) 638-6582
Website: www.uschamber.com

U.S. Department of Labor (DOL)

Office of Disability Employment Policy (ODEP)

Voice: (866) 633-7365
TTY: (877) 889-5627
Website: www.dol.gov/odep



A female employee designs a flower arrangement.

*Photo by Paul Corbit Brown for the
U.S. Census Bureau*

U.S. Department of Justice

ADA Home Page

Voice: (800) 514-0301
TTY: (800) 514-0383
Website: www.ada.gov

Virginia Commonwealth University

Rehabilitation Research & Training Center

Voice: (804) 828-1851
TTY: (804) 828-2494
Website: www.worksupport.com



The Business Case - Hiring Individuals with Disabilities



**MARYLAND
BUSINESS
LEADERSHIP
NETWORK**

Hiring individuals with disabilities makes good business sense...

One of the biggest challenges that faces business today is the shortage of talented and skilled employees. Individuals with disabilities represent a large untapped resource for businesses. The following are common myths and facts about hiring individuals with disabilities.

Myth: If I hire an individual with a disability, accommodations will be costly.

Fact: Only one out of four working-age individuals with disabilities will need special accommodations. Of those, 50% of the accommodations cost under \$500 and 19% cost nothing at all.*

Tax incentives and technical assistance are available to assist businesses with providing employees appropriate accommodations. To learn more about tax incentives, see the fact sheet entitled *Tax Incentives/Credits*.

Myth: Individuals with disabilities do not perform as well as individuals without disabilities.

Fact: Dupont, who has conducted research on the performance of individuals with disabilities for over 35 years, consistently finds that the performance of individuals with disabilities is equal to or exceeds those of their non-disabled co-workers. Studies show these results in terms of the following:

- ◆ Safety - 97% of workers with disabilities

are rated at average or above average.

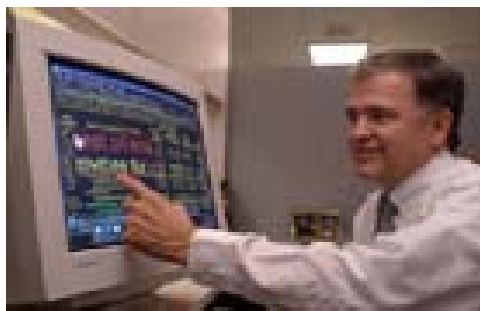
- ◆ Attendance - 86% of workers with disabilities are rated at average or above average.
- ◆ Performance of job duties - 90% of workers with disabilities are rated at average or above average.*

Myth: My Workers' Compensation Insurance rate will increase if I hire individuals with disabilities.

Fact: Insurance rates are based solely on the relative hazards of the operation and the business' accident history, not on whether or not employees have disabilities.

A recent study conducted by the Center for Social Development and Education shows that consumers have overwhelmingly **positive** attitudes towards businesses that hire individuals with disabilities. When asked "what information about a company would give you a favorable impression about that company," hiring **individuals with disabilities** was third on the list after offering health insurance and protecting the environment. Consider the following statistics:

- ◆ 92% of consumers surveyed felt more favorable



A male employee using magnification software for individuals with low vision.

Photo by Lloyd Wolf for the U.S. Census Bureau

toward businesses that hire individuals with disabilities.

- ◆ 87% of consumers said they would **prefer** to patronize businesses that hire individuals with disabilities.

Donald P. Hutchinson, President & CEO of SunTrust Bank of Maryland states the following about why hiring individuals with disabilities is good for business. "The return on investment to SunTrust can be measured in several ways.

- ◆ One, it helps our diversity initiatives, building a strong workforce;
- ◆ two, it helps us to develop products and services, expanding our customer base; and
- ◆ three, it enables us to reach out to our entire community.

It's good for our shareholders and **it's good for business."**

Some compelling reasons for businesses to hire individuals with disabilities are:

- ◆ Studies have shown that employees with disabilities are **dependable, dedicated, hardworking and productive**.
- ◆ Many businesses that have hired individuals with disabilities report that the experience has **increased** everyone's **morale and productivity**.
- ◆ Employees with disabilities represent a customer base and can give businesses an **inside advantage** as to how to market to that customer base.

*Source: Rehabilitation Research & Training Center at Virginia Commonwealth University Brown Bag Series training entitled "Untapped Resource - Pool of Qualified Potential Employees"